Local Mandate Fiscal Impact Estimate Kentucky Legislative Research Commission 2015 Regular Session

Part I: Measure Information

Bill Request #: 22
Bill #: SB 18
Bill Subject/Title: AN ACT relating to offender reentry.
Sponsor: Senator Gerald Neal
Unit of Government: X City X County X Urban-County Unified Local X Charter County X Consolidated Local X Government
Office(s) Impacted: Local Governments
Requirement: X Mandatory Optional
Effect on Powers & Duties: X Modifies Existing Adds New X Eliminates Existing

Part II: Purpose and Mechanics

KRS Chapter 335B (Licensing and Public Employment Qualifications) prohibits public employment hiring discrimination based on an applicant's prior criminal conviction, unless the crime is directly related to the position of employment sought. SB 18 narrows the class of offenses which are applicable to the chapter. It extends discrimination protection to individuals applying for licenses and requires a hiring or licensing authority to provide an individual with written notice and an opportunity to be heard if the authority determines that a prior conviction disqualifies the applicant. The bill sets forth an appeals process for criminal history discrimination claims relating to public hiring and the denial of licenses.

Part III: Fiscal Explanation, Bill Provisions, and Estimated Cost

The fiscal impact of SB 18 is expected to be minimal. Under current law, public employers are prohibited from discriminating against an applicant for employment based on prior criminal convictions. SB 18 narrows the categories of offenses and extends protection to licensure applicants.

Any cost to local governments, would be in conforming local ordinances to state law.

This is not expected to appreciably impact local governments.

Data Source(s): <u>LRC Staff</u>

Preparer: Matt Ross **Reviewer:** MCY **Date:** 11/5/14